

California Committee on Employment of People with Disabilities (CCEPD)

Committee Mission

To achieve an employment rate for people with disabilities that is in parity with that of the general population.

- As of June, 2012, the national labor force participation rate (LFPR) for working age adults with disabilities was **32.1% (compared to 77.7%** for adults without disabilities);
- This **rate has not changed at all since 1988**, despite the passage of the Americans with Disabilities Act;
- **In California**, the rate has gotten worse. In 2005, the LFPR of working age adults with disabilities in CA was 37.4%, but as of 2012 it was **20.8%**;
- California currently ranks *last* in the nation in the LFPR of people with disabilities.

Committee Charge

CCEPD is a statutorily-established committee charged with **consulting and advising** the **Secretaries of the California Labor and Workforce Development Agency** and the **California Health and Human Services Agency** on all issues related to full inclusion in the workforce of persons with disabilities.

CCEPD fulfills its charge by:

- Convening stakeholders at state and local levels to acquire timely and relevant input for policy recommendations and action steps;
- Gathering, analyzing, and disseminating data, policy recommendations, and other information;
- Identifying, formulating, and supporting innovative policy solutions to emerging and long-standing policy barriers and challenges; and
- Providing tools to facilitate effective implementation of policy recommendations.

Committee Membership

CCEPD is comprised of a diverse team of twenty-one appointed members, an Executive Officer appointed by the Governor, and three, full-time professional staff. In order to adopt a multifaceted approach to making policy recommendations for reducing barriers to employment, members include people with disabilities, business leaders, state department directors/designees, and representatives of workforce development providers. A complete roster of committee members is available at: <http://dor.ca.gov/CCEPD>

How can I stay informed about Committee activities?

If you would like more information about the Committee or are interested in becoming an ad hoc member of one of the Committee's two workgroups, or if you would like to get on our interested parties email distribution list (to receive announcements of upcoming meetings, newsletters, and other materials), please **contact us at: CCEPD@dor.ca.gov or (855) 894-3436.**

CCEPD FY 13-14 Outcomes and Goals Related to Health Care and the Health Professions

INCREASING EMPLOYER DEMAND IN THE *PRIVATE* SECTOR:

Outcomes:

- a. Private employers in California implement policies and initiatives, and utilize tools and resources, that increase the participation rate of people with disabilities in the workforce.
- b. Employers in the health care industry in California develop internal policies and initiatives that increase the number of people with disabilities hired, retained, and promoted in that industry.

Goals:

- a. CCEPD partners with a statewide employer in the health care industry that will commit to making their workforce reflective of the people with disabilities they serve by adopting an internal policy to increase the percentage of people with disabilities in their workforce (as measured by a defined percentage growth per year).
- b. Long-term expansion of this model to all health care providers (insurance companies and service providers) that have contracts with the state to provide health care to state employees.

BUILDING THE PIPELINE THROUGH *EDUCATIONAL PREP & TRAINING*:

Outcomes:

- a. Students and workers with disabilities in California have the necessary skills, equal opportunities, and supports to achieve competitive, integrated employment in California's health workforce.
- b. California has a large supply of qualified workers with disabilities to meet the growing employer demand for skilled health care workers.

Goals:

- a. CCEPD issues policy recommendations related to the barriers for existing health professionals who acquire disabilities and for students with disabilities in applied health sciences.

BUILDING THE PIPELINE THROUGH *BENEFITS REFORM & PLANNING*

Outcomes:

- a. As part of health care reform, CA develops and tests new models of providing income support, rewarding work, and offering long-term services and supports that enable people with disabilities to live in the community, work, and earn to their full potential, and remain employed after the onset of a disability.

Goals:

- a. CCEPD issues policy recommendations promoting the development of innovative reforms of the SSI, SSDI, Cal-WORKS, and other benefits planning systems for new applicants and current recipients with the principle objective of maximizing work and economic independence.